

**Costa Mesa Sanitary District
Compensation Summary – FY09-10**

BOARD OF DIRECTORS

- **Daily per diem** – Each Board member receives \$221 per day of service, which is not to exceed a total of 6 days per calendar month.
- **Costa Mesa Sanitary District Board members receive no pension.**
- **Board members receive no medical, dental and/or vision.**
- **Board members receive no car allowance, cell phone allowance, life insurance, deferred compensation plan (457(b)), vacation and/or sick leave payouts.**
- **Board members have received no loans from the Costa Mesa Sanitary District.**
- CMSD does pay a small premium for Board member's social security and Medicare cost.

The following was the annual compensation the CMSD Board of Directors received in Fiscal-Year 2009-10:

	<u>Salary</u>	<u>Benefits</u>	<u>Total Compensation</u>
Arlene Schafer, President	15,691	1,201	16,892
Bob Ooten, Vice President	15,470	1,183	16,653
Gary Monahan, Secretary	8,398	643	9,041
Jim Ferryman, Director	12,818	981	13,799
Art Perry, Director	13,039	997	14,036

GENERAL MANAGER

- **Annual Salary** - \$150,000
- **Bonus** - \$3,000
- **Annual Automobile Allowance** - \$4,800

<u>EMPLOYEES</u>	<u>Annual Salary</u>
Operations Manager	124,311
Office Manager/Clerk of the District	105,798
Maintenance Supervisor	86,285
Administrative Manager	83,859
Accountant	69,468
Maintenance Worker	52,822
Maintenance Worker	48,093
Permit Processing Specialist	52,322
Accounting Specialist I	46,142
Program Assistant	48,540
Office Specialist II	43,507
Code Enforcement Officer (Part-time)	15,380

The District contracts out for engineering, inspections, legal counsel and treasurer services.

Retirement – All full-time employees participate in CalPERS retirement upon hire. Benefits are based on 2% @ 55 formula. **The FY2009-10 employer contribution to fund this formula was 12.605%, with CMSD also paying 100 percent of each employee's 7 percent contribution.**

Retirement Health Savings - Retirement health savings is a program that helps employees pay for increase costs in healthcare premiums and prescription drugs when they retire. Employees contribute 1% of their gross income to this program and the District matches the contribution by paying 1% of employee's gross income to the program. The annual cost to this benefit is \$10,000

Cafeteria Plan Benefits – Full time employees currently receive a monthly \$799 "Flex Credit" allocation to be used towards health benefits including medical, dental, vision, and optional life, accidental death and dismemberment and long term disability insurance plans. If an employee's total benefit cost exceeds his/her allocation the employee must pay the difference from his/her salary.

Deferred Compensation 457(b) Plan – CMSD offers a 457(b) deferred compensation plan to all employees, but makes no matching contributions. The plan is strictly voluntary. Employees do have the option of depositing the balance of their cafeteria plan allocation into the 457(b) plan. Or, an employee can opt out of CMSD's cafeteria plan (after demonstrating he/she is enrolled in another healthcare plan) and deposit the monthly allocation into the deferred compensation plan. *Only one CMSD employee has chosen to opt out of the District's cafeteria plan.*

Cell Phone Allowance – The general manager, operations manager, office manager/clerk of the District, maintenance supervisor, administrative manager and both maintenance workers receives an annual cell phone allowance of \$960.

Maximum Vacation Accrual

- 1 – 2 Years of Service - 92 hours per year
- 3 – 4 Years of Service - 116 hours per year
- 5 – 9 Years of Service - 140 hours per year
- 10 – 14 Years of Service - 164 hours per year
- 15+ Years of Service - 188 hours per year

The maximum hours of vacation an employee can accrue is 376 hours. An employee can cash out up to 80 hours of vacation a year if he/she has a minimum balance of 80 accrued vacation hours after the cash out.

Floating Holidays - 16 hours per year

No floating holiday balances can be rolled over to be accrued in the proceeding years.

Sick Leave - Each employee can accumulate a maximum of 480 hours in his/her primary sick leave bank. When an employee reaches the maximum in his/her primary sick leave bank a secondary sick leave bank is established, which has no maximum accrual. If an employee has at least 20 years of continued service he/she can cash-out half of the accrued sick leave in his/her primary sick leave bank. The maximum an employee can cash out is 240 hours. As an option, instead of cashing out half of the primary sick leave bank, employees can choose to receive service credit towards retirement for the full accrued value for both primary and secondary sick leave banks.

Vehicle - The Maintenance Supervisor is the only employee in the District that is allowed to take a District vehicle home. Time is of the essence to ensure the environment is not contaminated when there is a report of a sewer overflow. Because the supervisor is a Costa Mesa resident he can respond quickly to prevent sewage from entering storm drains and eventually into our waterways by having a District truck parked in front of his home during after hours. The truck is equipped with sandbags, a trailer hitch, and traffic cones to handle sewer overflows. The supervisor is not allowed to drive the District vehicle out of District boundaries during afterhours and/or weekends.

Loans - No employees have received any loans from the District.

Summary - Total compensation plan represents 13% of a \$10,218,215 operating and capital improvement budget for Fiscal Year 2009-10.